
OLR Bill Analysis

sSB 891

AN ACT AMENDING THE DEFINITION OF MANAGERIAL EMPLOYEE.

SUMMARY:

This bill specifies that to be considered a state employee “manager,” an employee must play a major role in the administration of collective bargaining agreements or major personnel decisions, including hiring and firing. The practical effect of this is fewer state employees would be considered managers, and those who are no longer managers would be eligible to form a union.

By law, state employee managers cannot collectively bargain with the state.

EFFECTIVE DATE: October 1, 2013

STATE MANAGERS

Under current law, a manager in state government, except for higher education, means any individual in a position in which the principal functions include at least two of the following:

1. responsibility for direction of a subunit or facility of a major division of an agency or assignment to an agency head's staff;
2. development, implementation, and evaluation of goals and objectives consistent with agency mission and policy;
3. participation in the formulation of agency policy; or
4. a major role in the administration of collective bargaining agreements or major personnel decisions, or both, including staffing, hiring, firing, evaluation, promotion, and training of employees.

The bill requires the last item on the list, a major role in the administration of collective bargaining agreements or major personnel decisions, to be among the duties in order for an employee to be classified as a manager. This is the current standard for managers in any unit of the state higher education system.

COMMITTEE ACTION

Labor and Public Employees Committee

Joint Favorable

Yea 7 Nay 4 (03/07/2013)